THE HON'BLE SRI JUSTICE N.V. RAMANA

W.P.No.22935 of 2006

DATE: 06-11-2006

Between:

K.J. Vadayar

..Petitioner.

And

The APSRTC represented by its
Regional Manager, Chittoor Region,
Chittoor district and another.

..Respondents

THE HON'BLE SRI JUSTICE N.V. RAMANA

W.P.No. 22935 of 2006

This writ petition is filed seeking Writ of *Mandamus* declaring the action of the respondents in passing the impugned order dated 26-07-1999 imposing punishment of deferment of annual increment for a period of six (6) months with cumulative effect.

The case of the petitioner is that he is employed as Driver in the respondents corporation. On 01.05.1999 an accident took place on the route Puttoor to Chittoor, while performing his duties on the vehicle bearing No. AP9Z-4132 and a charge memo was issued to the petitioner alleging lack of anticipation in driving. The petitioner submitted his explanation and having not satisfied with the same, a charge sheet dated 23.05.1999 was issued to the petitioner. The petitioner submitted his explanation denying the charges leveled against him. However, without considering the same, and without conducting any enquiry, the impugned final orders were passed imposing punishment of deferment of annual increment for a period of six (6) months with cumulative effect. The appeal preferred by the petitioner was rejected by order dated 03.08.2005. Hence, the present writ petition questioning the action of the respondents in imposing the major punishment without conducting a departmental enquiry.

Learned counsel for petitioner contends that punishment of

deferment of increments for a period of six (6) months with cumulative effect is a major penalty and the same cannot be imposed without conducting regular departmental enquiry as contemplated under the APSRTC Employees' (CC & A) Regulations. In support of his contention, he placed reliance on judgment of the Supreme Court in **KULWANTH SINGH GILL Vs. STATE OF PUNJAB**[1]. Learned counsel for petitioner also relied on a judgment of this Court in W.P. No. 20609 of 1999 dated 7.12.2005 which is in a similar background of facts and circumstances.

On the other hand, learned Standing Counsel appearing on behalf of the respondents-corporation vehemently opposed the said contention and submitted that respondent No.2 after careful consideration of the entire evidence available on record together with the explanation submitted by the petitioner, has passed the impugned order, hence, no reasons to interfere with the same.

Heard the learned counsel for petitioner and learned Standing Counsel for respondents Corporation.

It is an admitted fact that the respondents imposed punishment of deferment of annual increment for a period of six (6) months with cumulative effect, which is a major punishment. Admittedly, no regular departmental enquiry was conducted though the charge sheet was issued to the petitioner before imposing the penalty. The Apex Court in KULWANTH SINGH GILL'S CASE (cited supra) held that stoppage of increments with cumulative effect is a major penalty and it cannot be imposed without conducting the departmental enquiry. Since the punishment of stoppage of annual increment was imposed without conducting regular departmental enquiry violating the judgment of Apex Court, the impugned order cannot be sustained.

In the ordinary course of things, the impugned order needs to be

set aside leaving it open to respondents to pass fresh orders. But to avoid further litigation in the matter, I deem it appropriate to dispose of the writ petition with the following direction.

The impugned order dated 26.07.1999 passed by the respondents imposing the punishment of stoppage of annual increment for a period of six (6) months with cumulative effect, is modified to that of stoppage of one increment for a period of six (6) months without cumulative effect. The petitioner shall not be entitled to any monetary benefits arising out of this order, but shall be entitled to fixation of pay only.

Accordingly, the writ petition is disposed of. No costs.

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N.V. RAMANA, J

Dated: 06 -11-2006
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[1] 1990 (1) LLJ 635